

State	Criteria
Fully implemented	>80% of positive answers
Almost but not implemented	50-79 % of positive answers
Partially implemented	30-49 % of positive answers
Insufficiently implemented	0-29 % of positive answers
I can't comment	Not evaluated
Not applicable	Not evaluated

Number of answers	20	11	4	35	Status	Numerical evaluation				Dispersion for the IPP PAS Total	Rating
						Average percentage of positive responses R1-R2	Average percentage of positive responses R3-R4	Average percentage of positive responses - non-research worker	Average percentage of positive responses IPP PAS		
1	Research freedom	85	100	50	86			Research freedom - is evaluated positively. Most responses - 86% were marked "fully implemented". 8% of respondents claimed that that question was not applicable to their position.			
2	Ethical principles	100	100	100	100			Ethical principles - are evaluated positively. All respondents consider it as fully implemented - 100% of responses were marked "YES".			
3	Professional responsibility	97	100	75	96			Professional responsibility - is evaluated positively. For this principle, 3 questions were asked. The average of positive responses was 96%. 2% of respondents claimed that this principle is "insufficiently implemented" and 2% considered questions as not applicable to their position.			
4	Professional attitude	90	95	50	86			Professional attitude - is evaluated positively. For this principle, 4 questions were asked. The average of positive responses was 87%. 5% of respondents claimed that this principle is "insufficiently implemented" and 7% considered questions as not applicable to their position. 1% could not express it.			
5	Contractual and legal obligations	93	95	63	91			Contractual and legal obligations - are evaluated positively. For this principle, 2 questions were asked. The average of positive responses was 91%. 6% considered questions as not applicable to their position and 3% could not express it.			
6	Accountability	92	97	67	90			Accountability - is evaluated positively. For this principle, 3 questions were asked. The average of positive responses was 90%. 7% considered questions as not applicable to their position and 3% could not express it.			
7	Good practice in research	72	94	100	82			Good practice in research - is evaluated positively. For this principle, 3 questions were asked. The average of positive responses was 82%. 10% of respondents claimed that this principle is "insufficiently implemented" and 8% could not express it.			
8	Dissemination, exploitation of results	10	73	0	53			Dissemination and exploitation of results - are evaluated as partially implemented. For this principle 2 questions were asked. The average of positive responses was 53%. 27% of respondents claimed that this principle is "insufficiently implemented", 11% could not express it and 9% considered questions as not applicable to their position.			
9	Public engagement	75	91	75	80			Public engagement - is evaluated as partially implemented. The average of positive responses was 80%. 11% of respondents claimed that this principle is "insufficiently implemented", 6% could not express it and 3% considered questions as not applicable to their position.			
10	Non discrimination	65	91	100	77			Non-discrimination - is evaluated as almost but not implemented. The average of positive responses was 77%. 9% of respondents claimed that this principle is "insufficiently implemented", and 14% could not express it.			

11	Evaluation/ appraisal systems	35	27	38	33			<p>Evaluation/ appraisal systems - is evaluated as partially implemented. For this principle, 2 questions were asked. The average of positive responses was 33%. 43% of respondents claimed that this principle is "insufficiently implemented", 21% could not express it and 3% considered questions as not applicable to their position.</p>
12	Recruitment	80	86	100	84			<p>Recruitment - is evaluated as fully implemented. For this principle, 2 questions were asked. The average of positive responses was 84%. 2% of respondents claimed that this principle is "insufficiently implemented", 14% could not express it.</p>
13	Recruitment (Code)	75	86	88	80			<p>Recruitment (code) - is evaluated as fully implemented. For this principle, 2 questions were asked. The average of positive responses was 80%. 1% of respondents claimed that this principle is "insufficiently implemented", and 19% could not express it.</p>
14	Selection (Code)	43	77	63	56			<p>Selection (Code) - is evaluated as partially implemented. For this principle, 2 questions were asked. The average of positive responses was 56%. 13% of respondents claimed that this principle is "insufficiently implemented", 30% could not express it and 1% considered questions as not applicable to their position.</p>
15	Transparency (Code)	5	9	50	11			<p>Transparency (Code) - is evaluated as insufficiently implemented. The average of positive responses was 11%. 29% of respondents claimed that this principle is "insufficiently implemented", 54% could not express it and 6% considered questions as not applicable to their position.</p>
16	Judging merit (Code)	50	64	50	54			<p>Judging merit (Code) - is evaluated as partially implemented. The average of positive responses was 54%. 3% of respondents claimed that this principle is "insufficiently implemented", 40% could not express it and 3% considered questions as not applicable to their position.</p>
17	Variations in the chronological order of CVs (Code)	20	18	25	20			<p>Variations in the chronological order of CVs (Code) - is evaluated as insufficiently implemented. The average of positive responses was 20%. 34% of respondents claimed that this principle is "insufficiently implemented", 46% could not express it.</p>
18	Recognition of mobility experience (Code)	100	91	100	97			<p>Recognition of mobility experience (Code) - is evaluated fully implemented. The average of positive responses was 97%. 3% of respondents claimed that this principle is "insufficiently implemented".</p>
19	Recognition of qualifications (Code)	75	91	50	77			<p>Recognition of qualifications (Code) - is evaluated as almost but not implemented. The average of positive responses was 77%. 20% could not express it and 3% considered questions as not applicable to their position.</p>
20	Seniority (Code)	65	73	50	65			<p>Seniority (Code) - is evaluated partially implemented. The average of positive responses was 65%. 6% of respondents claimed that this principle is "insufficiently implemented", 26% could not express it and 3% considered questions as not applicable to their position.</p>
21	Postdoctoral appointments (Code)	30	64	50	43			<p>Postdoctoral appointments (Code) - is evaluated partially implemented. The average of positive responses was 40%. 11% of respondents claimed that this principle is "insufficiently implemented", 40% could not express it and 6% considered questions as not applicable to their position.</p>
22	Recognition of the profession	55	73	50	60			<p>Recognition of the profession - is evaluated as almost but not implemented. The average of positive responses was 60%. 20% of respondents claimed that this principle is "insufficiently implemented", 20% could not express it.</p>

23	Research environment	35	64	25	43			<p>Research environment - is evaluated as partially implemented. The average of positive responses was 43%. 34% of respondents claimed that this principle is "insufficiently implemented", 12% could not express it and 11% considered questions as not applicable to their position.</p>
24	Working conditions	80	82	100	83			<p>Working conditions - are evaluated as fully implemented. The average of positive responses was 83%. 8% of respondents claimed that this principle is "insufficiently implemented", 9% could not express it.</p>
25	Stability and permanence of employment	40	82	25	52			<p>Stability and permanence of employment - are evaluated as partially implemented. The average of positive responses was 52%. 34% of respondents claimed that this principle is "insufficiently implemented", 14% could not express it.</p>
26	Funding and salaries	43	55	50	48			<p>Funding and salaries - are evaluated as partially implemented. For this principle, 3 questions were asked. The average of positive responses was 48%. 34% of respondents claimed that this principle is "insufficiently implemented", 15% could not express it and 3% considered questions as not applicable to their position.</p>
27	Gender balance	50	64	63	56			<p>Gender balance - is evaluated as almost but not implemented. For this principle, 2 questions were asked. The average of positive responses was 56%. 7% of respondents claimed that this principle is "insufficiently implemented", and 37% could not express it.</p>
28	Career development	58	64	50	59			<p>Career development - is evaluated as almost but not implemented. For this principle, 3 questions were asked. The average of positive responses was 59%. 17% of respondents claimed that this principle is "insufficiently implemented", 24% could not express it.</p>
29	Value of mobility	55	73	50	60			<p>Value of mobility - is evaluated as almost but not implemented. The average of positive responses was 60%. 26% of respondents claimed that this principle is "insufficiently implemented", and 14% could not express it.</p>
30	Access to career advice	45	55	25	46			<p>Access to career advice - is evaluated as partially implemented. The average of positive responses was 46%. 31% of respondents claimed that this principle is "insufficiently implemented", 20% could not express it and 3% considered questions as not applicable to their position.</p>
31	Intellectual Property Rights	60	73	100	68			<p>Intellectual Property Rights - is evaluated as almost but not implemented. The average of positive responses was 68%. 6% of respondents claimed that this principle is "insufficiently implemented", and 26% could not express it.</p>
32	Co-authorship	65	73	50	66			<p>Co-authorship - is evaluated as almost but not implemented. The average of positive responses was 66%. 14% of respondents claimed that this principle is "insufficiently implemented", and 20% could not express it.</p>
33	Teaching	20	36	25	26			<p>Teaching - is evaluated as insufficiently implemented. The average of positive responses was 26%. 23% of respondents claimed that this principle is "insufficiently implemented", 48% could not express it and 3% considered questions as not applicable to their position.</p>
34	Complaints/ appeals	8	23	25	14			<p>Complaints/ appeals - is evaluated as insufficiently implemented. The average of positive responses was 14%. 30% of respondents claimed that this principle is "insufficiently implemented", 54% could not express it and 2% considered questions as not applicable to their position.</p>

35	Participation in decision-making bodies	80	82	100	83			<p>Participation in decision-making bodies - is evaluated as fully implemented. For this principle, 2 questions were asked. The average of positive responses was 83%. 8% of respondents claimed that this principle is "insufficiently implemented", 9% could not express it.</p>
36	Relation with supervisors	65	91	50	71			<p>Relation with supervisors - is evaluated as almost but not implemented. The average of positive responses was 71%. 3% of respondents claimed that this principle is "insufficiently implemented", 17% could not express and 3% considered questions as not applicable to their position.</p>
37	Supervision and managerial duties	75	91	50	77			<p>Supervision and managerial duties - are evaluated as almost but not implemented. The average of positive responses was 77%. 6% of respondents claimed that this principle is "insufficiently implemented", 14% could not express it and 3% considered questions as not applicable to their position.</p>
38	Continuing Professional Development	75	82	50	74			<p>Continuing Professional Development - is evaluated as almost but not implemented. The average of positive responses was 74%. 26% of respondents claimed that this principle is "insufficiently implemented".</p>
39	Access to research training and continuous development	70	73	50	68			<p>Access to research training and continuous development - is evaluated as almost but not implemented. The average of positive responses was 68%. 20% of respondents claimed that this principle is "insufficiently implemented", 9% could not express it and 3% considered questions as not applicable to their position.</p>
40	Supervision	60	73	50	63			<p>Supervision - is evaluated as almost but not implemented. The average of positive responses was 63%. 2% of respondents claimed that this principle is "insufficiently implemented", 31% could not express it and 4% considered questions as not applicable to their position.</p>